2017 Sustainable Impact Report

Customer Brief

Letter from President and CEO Dion Weisler

At HP, we are on a journey to keep reinventing everything we do. Our aim is to make life better for everyone, everywhere. At the heart of our reinvention is the need to create a business that can have a lasting sustainable impact on the world. This is not just the right thing to do, it fuels our innovation, our growth, and creates a stronger and healthier company for the long term.

Sustainable Impact fuels our innovation, our growth, and creates a stronger and healthier company for the long term.

Today, corporations are expected to do more than just generate profit; they're expected to use their resources to advance important societal causes, champion values and be a beacon of trust for industries, governments, and communities around the world. For many companies in technology, this is a new concept; for HP, these values are deeply rooted in our heritage and built into our operating model. Dave Packard, one of our founders, was almost laughed out of

a Stanford conference in 1942 for arguing that management was responsible not only to shareholders but also to employees, customers and to the community at large.

Our world is facing increasingly difficult challenges including inequality, climate change, inadequate access to quality education and healthcare, among others.

To overcome these challenges, we must raise the bar, challenge ourselves, and reinvent the industry standards for sustainable impact including driving lasting improvements to the planet, people and communities where we live, work and do business.

We are committed to developing and delivering an environmentally sustainable product portfolio, improving the sustainability of our own global operations, and partnering with our suppliers to reduce their environmental

impact. In 2017 we introduced HP's first photo printer made with recycled plastic from printers and other electronics, accelerated the shift from transactional product sales to service models, and invested in industrial 3D printing that is reinventing the way the world designs and manufactures to help drive a more sustainable Fourth Industrial Revolution.

We are reinventing the standard for diversity and inclusion. We are proud to have created one of the most diverse Board of Directors and executive leadership teams in technology, and this approach flows throughout our organization of more than 55,000 employees around the world. Everyone has a role to play in building a diverse and inclusive culture. Whether it is training our workforce on unconscious bias in hiring or partnering with organizations like Historically Black Colleges and Universities (HBCU), Hispanicize and The Female Quotient, we are committed to ensuring our employee base is reflective of the markets we serve.

In an increasingly digitized world, inclusive tech-enabled learning is critical. Our products and solutions, combined with social impact programs and partnerships, provide technology-enabled inclusive learning to

engage students, empower educators, and unlock opportunity. As an example, HP has partnered with the Clooney Foundation for Justice, working to support refugee education. We are committed to building vibrant, healthy communities.

We're proud of the progress we have made on our Sustainable Impact commitments but know there's still more work to do. You have my commitment to leverage our full scale and power of HP to create a lasting sustainable impact on our planet, people and communities.

After all it's not always what you do, but how you do it that counts.

Dion Weisler
President and Chief Executive Officer, HP Inc.

Sustainable Impact

Sustainable Impact is at the heart of our reinvention journey—fueling our innovation and growth, and strengthening our business for the long term.

Planet	People	Community

Our commitment to integrity enables our Sustainable Impact journey

Sustainable Impact delivers:

Business value

Sustainable Impact was a key differentiator for

$700+ million
in new business[1]

↑38%
Year-over-year increase in sales bids with sustainability requirements[2]

Employee engagement

87%
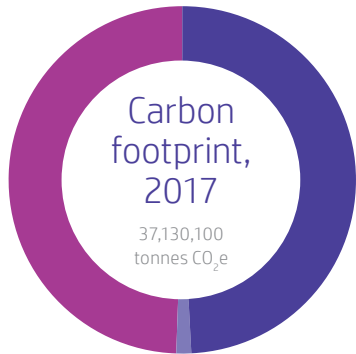of employees agree that HP is socially and environmentally responsible[3]

73%
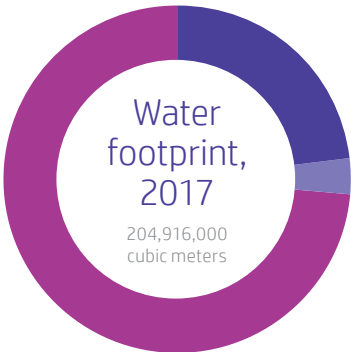of employees agreed that they see HP values being demonstrated in their everyday lives[4]

Recognition

MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM

WEC

FTSE4Good

KNOWTHECHAIN

2018 GLOBAL100

Carbon footprint, 2017

37,130,100 tonnes CO$_2$e

↑ **2%**

HP's carbon footprint in 2017 increased by 2% from 2016

Water footprint, 2017
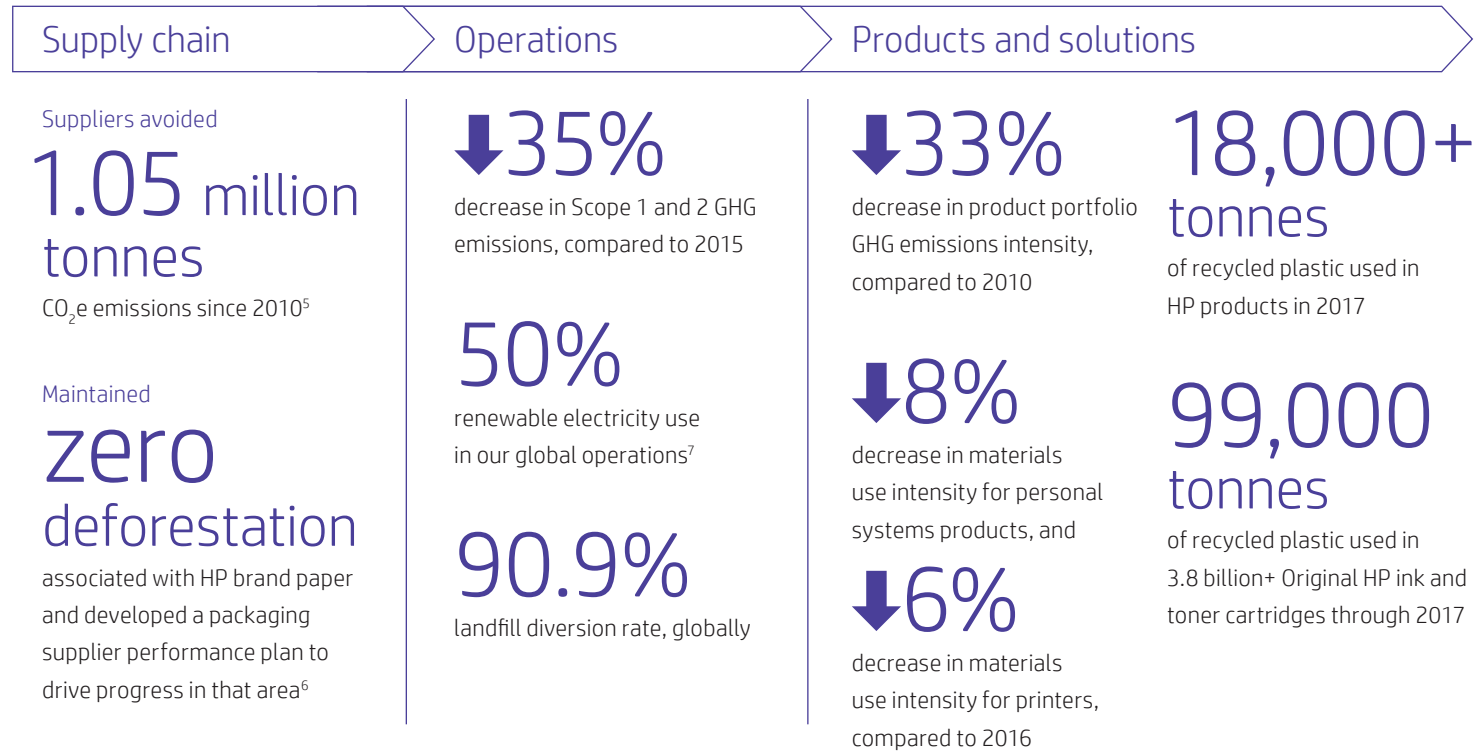
204,916,000 cubic meters

↓ **1%**

HP's water footprint in 2017 decreased by 1% from 2016

- ■ Supply chain
- ■ Operations
- ■ Products and solutions

We are contributing to a more efficient, circular, and low-carbon economy

| Supply chain | Operations | Products and solutions |

Supply chain

Suppliers avoided

1.05 million tonnes

CO$_2$e emissions since 2010[5]

Maintained

zero deforestation

associated with HP brand paper and developed a packaging supplier performance plan to drive progress in that area[6]

Operations

↓ **35%**

decrease in Scope 1 and 2 GHG emissions, compared to 2015

50%

renewable electricity use in our global operations[7]

90.9%

landfill diversion rate, globally

Products and solutions

↓ **33%**

decrease in product portfolio GHG emissions intensity, compared to 2010

↓ **8%**

decrease in materials use intensity for personal systems products, and

↓ **6%**

decrease in materials use intensity for printers, compared to 2016

18,000+ tonnes

of recycled plastic used in HP products in 2017

99,000 tonnes

of recycled plastic used in 3.8 billion+ Original HP ink and toner cartridges through 2017

Ensuring materials are properly repurposed at end-of-service

271,400 tonnes

of hardware and supplies recycled since the beginning of 2016
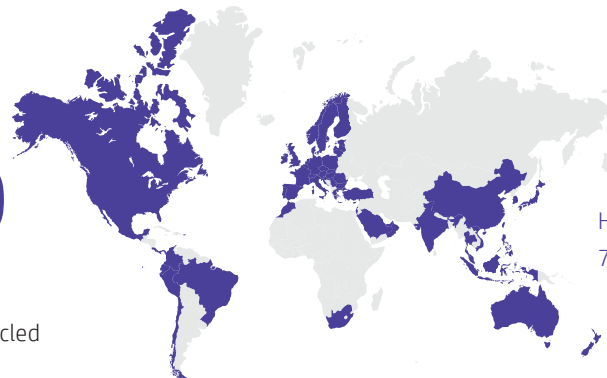
HP provides take-back programs in 74 countries and territories worldwide

Building a stronger circular economy

Partnerships help to close the loop and open up economic opportunities

Building a supply chain for recycled plastic

Last year, HP introduced the first Original HP ink cartridges made with plastic bottles recycled in Haiti. Through March 2018, we sourced more than 170 tonnes of plastic (over 8.3 million plastic bottles) from Haiti—plastic that might otherwise have washed into the waterways and oceans.

Together with our partners in the First Mile Coalition, we have also provided 50 children with educational opportunities as well as food and medical assistance, while enabling local economic opportunity.

Watch our video.

99,000+
tonnes

of recycled plastic used in HP ink and toner cartridges through 2017

Electronics recycling with a social mission

As part of our commitment to build a strong, circular economy, HP partners with Los Angeles-based Homeboy Electronics Recycling to recover material from end-of-service devices for incorporation into our closed loop materials stream. By employing formerly incarcerated and otherwise hard-to-employ men and women and training them to repair and recycle electronic equipment, Homeboy is building a world in which our human and natural resources are valued.

Watch our video.

Expanding closed loop recycling to hardware

In 2016, we launched closed loop recycling for hardware in partnership with about 1,500 Best Buy stores. Through 2017, the program recovered 3,200 tonnes of recycled plastic resin from recycled electronics for use in new HP ENVY Photo 6200, 7100, and 7800 Printers. In 2018, we increased the amount of recycled plastic to more than 20% by weight.

271,400 tonnes

of hardware and supplies recycled since the beginning of 2016

Designing and delivering our most environmentally sustainable portfolio

Personal systems

HP EliteOne
Our most serviceable all-in-one PC

HP Elite displays
Increasing the use of postconsumer recycled plastic

Printing

HP ENVY Photo Printers
HP's first printer made from recycled printers and other electronics—more than 10% by weight of plastic

HP Indigo
Enabling efficient on-demand printing[8]

HP PageWide water-based inks
Digitally printed food-safe packaging

3D printing

HP Multi Jet Fusion 3D printing technology
Driving a sustainable 4th Industrial Revolution

Customer take-back programs

HP provides take-back programs in 74 countries and territories worldwide through a global network of reuse and recycling vendors. These offerings vary by location. For a complete list, visit hp.com/recycle.

HP global take-back programs for customers*

Program	Description		Progress in 2017	
Hardware				
Repair, remarketing, and reuse	Our remanufacturing programs help to extend hardware lifespan, reducing environmental impacts from disposal. We also provide customers guidance about how to repair their own HP product.	Our HP hardware reuse standard outlines our requirements for vendors and subvendors who provide reuse, refurbishment, or remarketing services on behalf of HP.	**4.6 million** units of hardware repaired	**1.27 million** units of hardware remarketed/reused
Recycling Available in 64 countries and territories	HP recycles hardware that cannot be economically repaired or reused. Consumers and home office users have various recycling options for their used equipment, including free drop-off in many countries. • Europe: HP recycling vendors provide take-back and recycling services for our products. • United States: Customers can drop off hardware at Best Buy stores through our closed loop recycling program as well as Staples locations. U.S. customers can also use the HP Consumer Buyback Program to exchange equipment for money or purchase credits. • Asia Pacific: HP participates in several producer responsibility organizations across the region.	HP Recycling Services offers custom recycling programs for commercial and enterprise customers. Watch our video showing the recycling process. Recycling vendors must comply with the HP Standard for Hardware Recycling.	**135,200 tonnes** of hardware recycled **17%** overall recycling rate of relevant HP hardware sales worldwide**	**3,200 tonnes** of plastic recovered for use in other HP products
Supplies, batteries, and packaging				
Ink and toner cartridge recycling Available in 63 countries and territories	HP provides free and convenient ways to recycle used HP and Samsung*** ink and toner cartridges. Home and commercial customers can return HP ink and toner cartridges for free to more than 16,500 authorized sites worldwide. Free pickup and mail-back options are available in most countries.	HP's groundbreaking closed loop recycling program uses plastic from recycled Original HP cartridges plus recycled bottles and hangers to create new Original HP cartridges. See how we recycle ink cartridges and toner cartridges. Recycling vendors must comply with the HP Printing Supplies Recycling Policy.	HP LaserJet toner cartridges **14,800 tonnes** recycled **84%** of materials recovered used in other products, and 0% went to landfill	HP ink cartridges **1,500 tonnes** recycled **74%** of materials recovered used in other products, and 0% went to landfill

We also offer responsible processing for batteries and recycling for large-format media/supplies, 3D printing supplies, and packaging.

* Descriptions of offerings in this table are as of report publication. Performance data is as of October 31, 2017. Availability of offerings varies by location. View full list of reuse and recycling programs by country.

** The recycling rate is based on the weight of hardware products returned for recycling compared to the weight of our product sales from seven years ago (the estimated average lifespan of our products). It is impractical for HP to report the recycling rate by product category, as materials are not typically sorted at collection points.

*** On November 1, 2017, HP Inc. announced the completion of its acquisition of Samsung Electronics Co., Ltd.'s printer business.

People

We work with our suppliers to protect and empower all workers in our supply chain

↑**8%**

increase in average supplier performance on Sustainability Scorecard, compared to 2016

Expanding supply chain transparency, published an

industry first

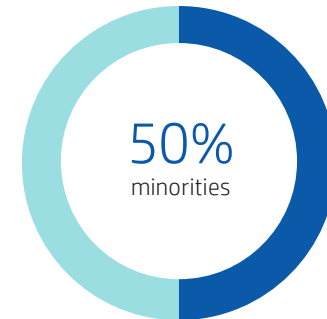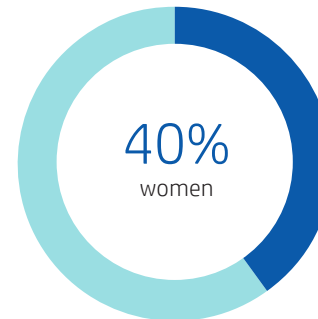detailed list of our global recycling vendor sites in 2017

119,900

supplier factory workers

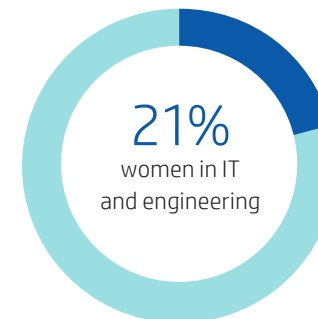participated in 15 programs at 124 factories in three countries in 2017

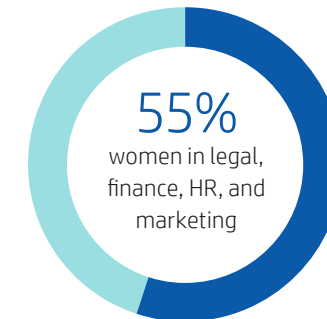## We are reinventing the standard for diversity and inclusion in our industry

Board of Directors[9]

40%
women

50%
minorities

Technical roles[10]

21%
women in IT and engineering

Global functions[11]

55%
women in legal, finance, HR, and marketing

85%
of employees feel HP values diversity[12]

$647
million
spent with small companies in 2017

$230
million
spent with minority- and women-owned businesses in 2017[13]

Ethical, sustainable, resilient supply chains

Innovating for sustainability, protecting and empowering all workers, and elevating best supply chain practices

Our principles

We believe that every person deserves to be treated with dignity and respect.

We insist that workers in our supply chain have fair treatment, safe working conditions, and freely chosen employment.

Our commitment extends beyond the factory floor.

We engage extensively with workers to promote wellness and enhance their skills, empowering them to become leaders in their community.

We use our global reach to drive lasting improvements.

We are transparent about the challenges in our supply chain and we rally business and governments to build resilience and respect for human rights and the environment.

243,600
supplier factory workers

participated in skill-building and well-being programs since the beginning of 2015

Suppliers avoided
1.05
million tonnes of CO_2e emissions

through 2017[14]

Transparency

We support our customers' progress against their own sustainable impact goals by providing tailored information regarding the performance of the suppliers who build their products, and we work collectively to meet the growing demand for transparency from consumers.

In 2017, our supply chain responsibility program directly influenced $2.5 billion in new and existing business.
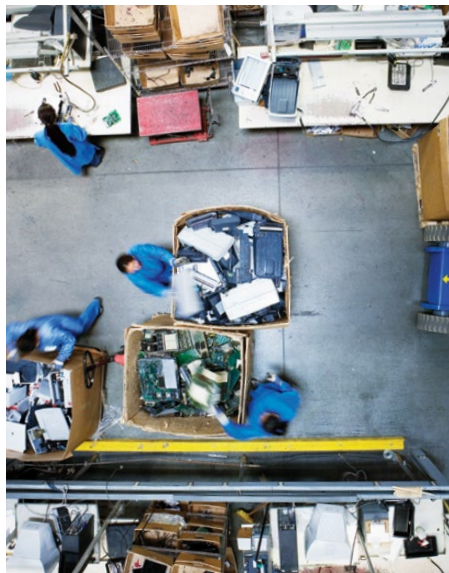
Mechanisms to sense and address risk

We monitor supply chain risks regularly through mechanisms such as audits that verify supplier conformance with our expectations around labor, health and safety, environment, and ethics. In 2017, we conducted 150 audits and assessments of final assembly, commodity, and sub-tier suppliers. We expect suppliers to act as responsible corporate citizens and take a proactive approach to promoting sustainable business practices, and foster open communication so we can address issues together. Beyond audits, we use a range of tools to drive social and environmental performance with key suppliers, creating an impact on and beyond the factory floor.

Capability building

Putting workers at the center of everything we do is fundamental to our supplier engagement. Our policies cover all workers whether full time, temporary, migrant, student, or contract. We provide a wide range of capability-building programs to increase workers' skills while fostering a safe workplace and healthy lifestyles.

100-day challenges to improve safety with TenSquared: China

Improving occupational health and safety in our supply chain requires vigilance and sometimes tackling issues in innovative ways. Through the TenSquared program, managers and workers collaborate on 100-day challenges to tackle shared problems. This approach can enhance communication and yield strong results.

Working together with Social Accountability International we launched TenSquared in China in 2015, building on the success of the program in Brazil. The second 100-day challenge, which took place March–July 2017 at two facilities in China, focused on emergency preparedness and chemical safety. It included support for managers on effective collaboration with workers, risk identification, and goals-setting. Teams were also empowered to conduct a cost–benefit analysis to quantify the financial benefits of the program, beyond the core ergonomic and safety aims. One team estimated that by improving performance in twice-yearly evacuation drills by nine minutes, the company would save $1,800 annually.

Collaborating to advance human rights

Our global reach provides us the opportunity to drive human rights progress worldwide. We promote human rights through engagement in public forums and multi-stakeholder partnerships, such as:

- Chairing the steering committee of the Responsible Labor Initiative, a cross-industry collaboration of the Responsible Business Alliance focused on workers vulnerable to forced labor
- Participating in the steering committee of the Leadership Group for Responsible Recruitment, a group promoting sustainable hiring through labor agent training and certification
- Sitting on the Advisory Board of Social Accountability International, creator of the TenSquared program that improves worker health and safety

Reinventing the standard for diversity and inclusion

HP is hiring, and talent is our only criteria

Driving progress from the top

Our Board is one of the most diverse of any technology company in the United States. We've increased women in our executive levels by 6.5% since 2015. Today, women represent 27.9% of our company's vice presidents and 28.3% of our directors.[15]

▲6.5%

increase in women in leadership, from 21.7% in 2015 to 28.2% in 2017[16]

Embedding diversity and inclusion across HP

We have Business Impact Networks (BINs) in all regions globally, representing nine constituencies: Black/African-American, disability, generations, Hispanic/Latino, LGBTQ+, multicultural, Pan-Asian, veterans, and women. Our active chapters have doubled in two years, numbering 84 across 19 countries at the end of 2017.

85%

of employees feel HP values diversity[17]

Investing in future talent

HP launched the HBCU (Historically Black Colleges and Universities) Business Challenge in 2017 to attract more diverse students to a career in technology. More than 70 students from 17 HBCU schools worked in teams to develop business plans tackling real-world challenges that are core to HP's business.

▲7.7%

increase in minority hiring in the United States in the past year, from 26.8% in 2016 to 34.5% in 2017

We partner to deliver quality technology-enabled learning for millions

Our goal

Enable better learning outcomes for

100 million people

by 2025, since the beginning of 2015

Progress

14.5 million people

have benefited from HP's education programs through 2017

Photo credit ©InZone/Georg Schaumberger

To help us reach our 2025 goal:

80+
schools

have received HP Learning Studios, impacting 4,000 students in 2017

15+
million people

aimed to be reached by HP's World on Wheels program by 2022

~4,000
Syrian refugee students

expected to be reached in the first year of HP's partnership with the Clooney Foundation for Justice and UNICEF

1 million users

enrollment goal for HP LIFE, between 2016 and 2025[18]

We invest in helping to build vibrant and resilient communities

HP giving:

$4.19 million

in cash and product donations in 2017[19]

$755,000

provided by the HP Foundation to assist with disaster preparedness, relief, and recovery efforts in 2017

Employee engagement:

$1.7 million

in cash donated by employees through our HP Inspires Giving program, 97.6% matched by the HP Foundation

5,600+ employees

contributed

89,000+

hours to local volunteer efforts in 2017, with a value of $3.5 million[20]

Enabling better learning outcomes for 100 million people

Partnering to deliver technology-enabled and inclusive education

Reinvent the Classroom: More than 80 schools across North America, Europe, the Middle East, Australia, and New Zealand have received HP Learning Studios to support advanced blended learning and technology-enabled education.

HP LIFE: We enrolled 687,000 new users in free online core business and IT courses from 2012 through 2017. Together with our partners, we bring HP LIFE to underserved communities, helping would-be entrepreneurs unlock their potential.

HP World on Wheels: In India, HP is bringing self-contained, solar-powered, Internet-enabled mobile learning labs to rural areas of the country.

14.5
million students and adult learners

have benefited from HP's education programs since the beginning of 2015

© UNICEFUSA/1W0A1204/Berger

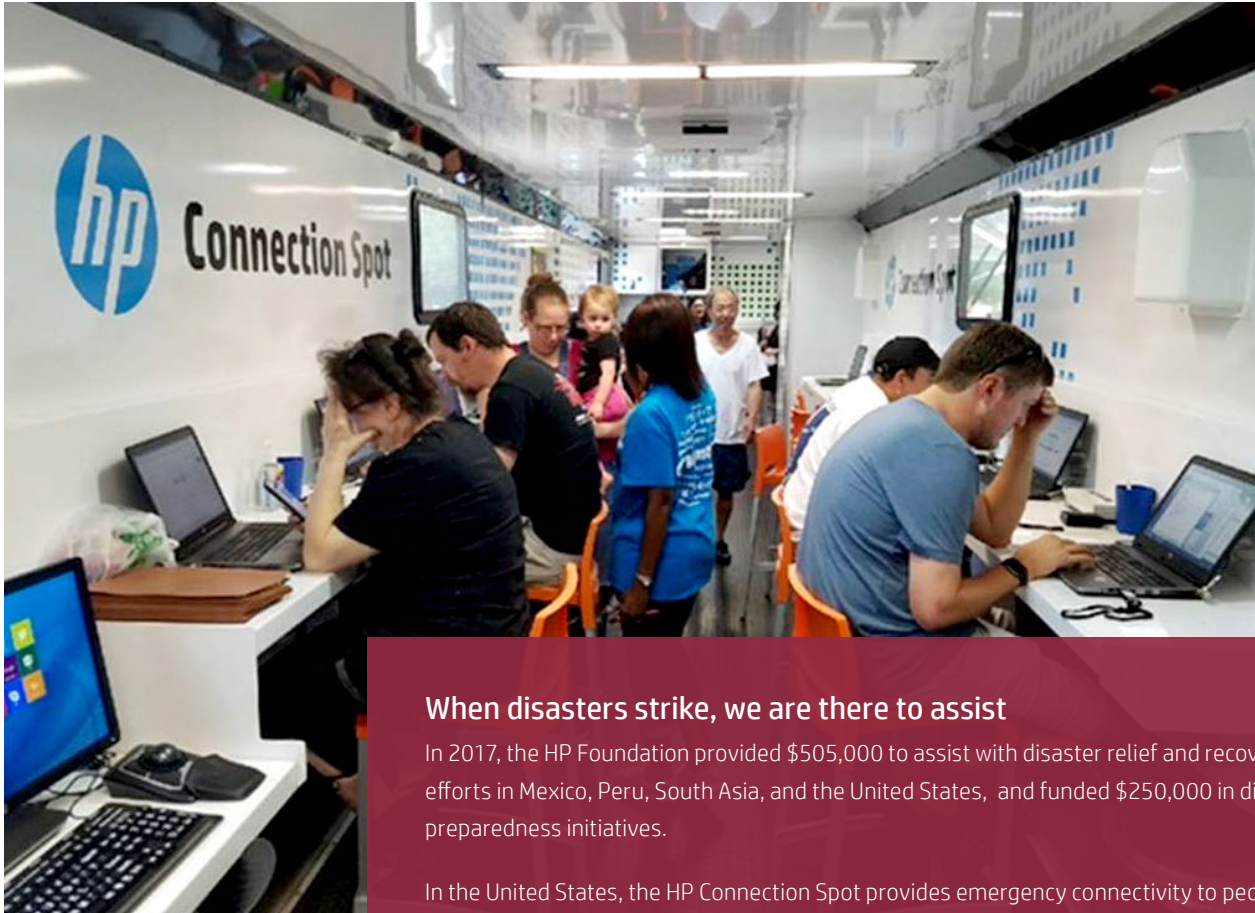### Technology-enabled learning for refugees and displaced people

In collaboration with the Clooney Foundation for Justice and UNICEF, we are providing technology and training to Syrian refugees and Lebanese students as well as teachers at nine schools in Lebanon.

In 2017, we collaborated with the UN Refugee Agency and other partners to launch the first two of six HP Learning Studios in the Middle East.

Creating positive local impact

We invest our time, skills, and resources to help build vibrant, healthy communities

Contributing to the communities where we live, work, and do business

More than 5,600 employees contributed over 89,000 hours to local volunteer efforts in 2017, with a value of $3.5 million.[21] In addition to their time, employees also donated $1.7 million in cash to qualifying organizations during 2017 through our HP Inspires Giving program. The HP Foundation contributed $1.66 million in matching funds.

$7.69
million

in social investments contributed to our local communities in 2017[22]

When disasters strike, we are there to assist

In 2017, the HP Foundation provided $505,000 to assist with disaster relief and recovery efforts in Mexico, Peru, South Asia, and the United States, and funded $250,000 in disaster preparedness initiatives.

In the United States, the HP Connection Spot provides emergency connectivity to people who are unable to communicate due to a natural disaster. Employee volunteers are vital to the program's success—80 HP volunteers staffed the Connection Spot when it was deployed in September 2017 following the devastating floods caused by Hurricane Harvey.

HP Sustainable Impact goals

Driving progress across our value chain

Setting bold, long-term goals for HP focuses our strategy where we can have the greatest impact. We measure success by how our actions and solutions help create a more sustainable future for our planet, people, and the communities where we live, work, and do business.
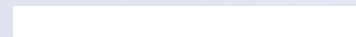
Planet

Climate change

Reduce Scope 1 and 2 GHG emissions by 25% by 2025

Progress:
Achieved

Use 40% renewable electricity in global operations by 2020

Progress:
Achieved

Help suppliers cut 2 million tonnes of CO_2 equivalent emissions by 2025

Progress:
53% achieved

Reduce supply chain GHG emissions intensity by 10% by 2025

Progress:
0% achieved—supply chain GHG emissions intensity increased by 4% since 2015

Reduce product portfolio GHG emissions intensity by 25% by 2020

Progress:
Achieved

Natural resources

Reduce potable water consumption in global operations by 15% by 2025
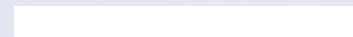
Progress:
0% achieved—potable water consumption in operations increased by 4% since 2015

Recycle 1.2 million tonnes of hardware and supplies by 2025

Progress:
22.5% achieved since 2016

Zero deforestation[23] by 2020

Progress:
81% achieved

People

Develop skills and improve well-being of 500,000 factory workers by 2025

Progress:
49% achieved since 2015

Double factory participation in sustainability programs by 2025

Progress:
6% achieved since 2015

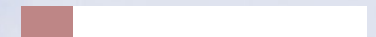**Maintain greater than 99% completion rate of Integrity at HP* training**

Progress:
Achieved

* Formerly Standards of Business Conduct.

Community

Enable better learning outcomes for 100 million people by 2025

Progress:
14.5% achieved

HP Sustainable Impact goals (details)

Planet

Climate change

Goal	Progress in 2017		UN SDGs
Reduce Scope 1 and Scope 2 GHG emissions from global operations by 25% by 2025, compared to 2015.[24]	HP's global operations produced 260,100 tonnes of Scope 1 and Scope 2 CO_2e emissions, 35% less than our 2015 baseline.	✓	13
Use 100% renewable electricity in our global operations, with a goal of 40% by 2020.	Renewable electricity purchased and generated on-site, combined with renewable electricity certificates and guarantees of origin, accounted for 50% of our total consumption.	○	7, 13
Reduce first-tier production supplier and product transportation-related GHG emissions intensity 10% by 2025, compared to 2015.[25]	Through December 2016 (the most recent year data is available), GHG emissions intensity increased by 4% compared to 2015.	✕	13
Help suppliers cut 2 million tonnes of carbon dioxide equivalent (CO_2e) emissions between 2010 and 2025.[26]	Through 2017, suppliers avoided 1.05 million tonnes of CO_2e emissions.	○	13
Reduce the GHG emissions intensity of HP's product portfolio by 25% by 2020, compared to 2010.[27]	Through the end of 2017, we achieved a 33% decrease.	✓	7, 12, 13

Natural resources

Goal	Progress in 2017		UN SDGs
Achieve zero deforestation associated with HP brand paper and paper-based product packaging by 2020.[28]	Achieved for HP brand paper in 2016. Maintained that performance in 2017, and developed a packaging supplier performance plan to drive progress in that area.	○	12, 13, 15
Reduce potable water consumption in global operations by 15% by 2025, compared to 2015.[29]	Potable water consumption equaled 2,660,000 cubic meters globally, 4% more than in 2015.	✕	6
Recycle 1.2 million tonnes of hardware and supplies by 2025, since the beginning of 2016.	Reached 271,400 tonnes recycled, including 151,500 tonnes in 2017.	○	12

People

Goal	Progress in 2017		UN SDGs
Develop skills and improve well-being of 500,000 factory workers by 2025, since the beginning of 2015.	119,900 supplier factory workers participated in 15 programs at 124 factories in three countries in 2017, reaching 243,400 workers trained since the beginning of 2015.[30]	○	8, 10
Double factory participation in our supply chain sustainability programs by 2025, compared to 2015.	Achieved a 6% increase in factory participation since 2015.	✕	8, 10
Maintain greater than 99% completion rate of annual Integrity at HP (formerly Standards of Business Conduct) training among active HP employees and the Board of Directors.	99.62% of employees, including senior executives, completed Integrity at HP training, as well as all members of our Board of Directors.	✓	

Community

Goal	Progress in 2017		UN SDGs
Enable better learning outcomes for 100 million people by 2025, since the beginning of 2015.	14.5 million students and adult learners have benefited from HP's education programs that advance quality learning and digital literacy and enable better learning outcomes since the beginning of 2015.	○	4, 5

✓ Achieved   ○ On target   ✕ Needs attention

Partner with us

HP is recognized as one of the world's most sustainable companies

One of only 25 companies named to both 2017 Climate and Water A Lists; achieved a spot on 2018 Supplier Engagement leader board

Recognized as the industry leader for commitment to address human trafficking and forced labor in the supply chain

Earned 14th spot on Gartner Supply Chain Top 25 list with perfect 10 for efforts in corporate social responsibility in 2018

With 2017 rankings, listed on the World Index for the 6th time in a row

Received Gold Medal Award for International Corporate Achievement in Sustainable Development

Named one of the 100 Most Sustainable Corporations in the World in 2017 and 2018

Included on the FTSE4Good Index since 2003

Received the U.S. Environmental Protection Agency SmartWay Excellence Award for 6th time

Received 100% on Corporate Equality Index every year since 2003

Rated among the top technology companies for corporate social responsibility efforts for 8th consecutive year

HP Brazil recognized for sustainability efforts in 2013, 2014, 2016, and 2017

Named one of Canada's Greenest Employers for 11th year in a row

For more information or details contact your account manager or visit www.hp.com/sustainableimpact or www.hp.com/go/scc.

Endnotes

Additional information about the data presented in this report is available upon request.

[1] FY17 new business supported in which sustainability criteria was a known consideration.

[2] Number of bids supported in which sustainability criteria was a known consideration.

[3] Data refers to the percentage of HP 2017 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

[4] Ibid.

[5] This continues a goal from before separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

[6] HP's goal is for all brand paper and paper-based product packaging will be derived from certified and recycled sources by 2020, with a preference for virgin fiber from certified sources of the Forest Stewardship Council (FSC). Packaging is the box that comes with the product and all paper (including packaging and materials) inside the box.

[7] Renewable electricity purchased and generated on-site, combined with renewable electricity certificates and guarantees of origin, accounted for 50% of our total consumption.

[8] HP Indigo digital presses enable efficient, on-demand printing, with lower costs and environmental impacts compared with analog presses.

[9] As of October 31, 2017.

[10] Ibid.

[11] Ibid.

[12] Data refers to the percentage of HP 2017 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

[13] Suppliers are categorized as minority-owned or women-owned, not both. These categories include all sizes of businesses.

[14] This continues a goal from before separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

[15] As of October 31, 2017.

[16] Full-time employees only, director level and above.

[17] Data refers to the percentage of HP 2017 Voice Insight Action (VIA) employee survey respondents who strongly agreed or agreed with each statement.

[18] 108,000 users enrolled in HP LIFE since 2016.

[19] Product donations are valued at the Internet list price. This is the price a customer would have paid to purchase the equipment through the HP direct sales channel on the Internet at the time the grant was processed.

[20] Hourly rate based on type of volunteering: $150/hour for board, service corp, pro bono, and skills based; $24.14/hour for hands-on and undetermined, adjusted using World Bank data for purchasing power differences across countries.

[21] Hourly rate based on type of volunteering: $150/hour for board, service corp, pro bono, and skills based; $24.14/hour for hands-on and undetermined, adjusted using World Bank data for purchasing power differences across countries.

[22] Social investments include all grants made to nonprofit organizations from HP, plus the valuation of employee volunteer hours. Data excludes contributions to the HP Foundation and employee donations but includes HP's matching contributions and contributions from the HP Foundation to other organizations.

[23] All HP brand paper and paper-based product packaging will be derived from certified and recycled sources by 2020, with a preference for virgin fiber from certified sources of the Forest Stewardship Council (FSC). Packaging is the box that comes with the product and all paper (including packaging and materials) inside the box.

[24] Due to the acquisition of Samsung Electronics Co., Ltd.'s printer business, which closed on November 1, 2017, we are assessing the manner and timing of resetting our 2015 Scope 1 and Scope 2 GHG emissions and water consumption baselines.

[25] Intensity is calculated as the portion of first-tier production and product transportation suppliers' reported GHG emissions attributable to HP divided by HP's annual revenue. This method normalizes performance based on business productivity. Intensity is reported as a three-year rolling average to decrease the impact of variance year over year and highlight longer-term trends. Production supplier GHG emissions include Scope 1 and Scope 2.

[26] This continues a goal from before the separation of Hewlett-Packard Company on November 1, 2015, extending the goal to 2025. Includes data from suppliers associated with HP Inc. and HP Inc. pre-separation business units.

[27] HP product GHG emissions intensity measures GHG emissions during product lifetime use per unit for personal systems and per printed page for printers based on anticipated lifetime usage. These values are then weighted by contribution of personal systems and printing products to overall revenue in the current year. These emissions represent more than 99% of HP product units shipped each year, including notebooks, tablets, desktops, mobile computing devices, workstations, displays and digital signage; and HP inkjet, LaserJet, DesignJet, Indigo, Scitex, and Jet Fusion 3D printers, and scanners.

[28] All HP brand paper and paper-based product packaging will be derived from certified and recycled sources by 2020, with a preference for virgin fiber from certified sources of the Forest Stewardship Council (FSC). Packaging is the box that comes with the product and all paper (including packaging and materials) inside the box.

[29] Due to the acquisition of Samsung Electronics Co., Ltd.'s printer business, which closed on November 1, 2017, we are assessing the manner and timing of resetting our 2015 Scope 1 and Scope 2 GHG emissions and water consumption baselines.

[30] Progress through 2017 includes 77,800 factory workers in 2015, 45,700 in 2016, and 119,900 in 2017.

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